

OCT 08 2020

US District Court  
Western District of NC

IN THE UNITED STATES DISTRICT COURT  
FOR THE WESTERN DISTRICT OF NORTH CAROLINA  
STATESVILLE DIVISION

EQUAL EMPLOYMENT OPPORTUNITY  
COMMISSION,

Plaintiff,

And

SHANA KNOX,

Intervenor,

v.

JOE'S OLD FASHIONED BAR-B-QUE, INC.  
D/B/A LANCASTER'S BBQ & WINGS,

Defendant.

CIVIL ACTION NO. 5:18-cv-00180-KDB-DSC

**VERDICT FORM**

**RACIALLY HOSTILE WORK ENVIRONMENT**

1. Has it been shown by a preponderance of the evidence that Shana Knox was subjected to a racially hostile work environment under Title VII and/or Section 1981?

YES \_\_\_\_\_

NO

8 - 0

**CONSTRUCTIVE DISCHARGE**

2. Has it been shown by a preponderance of the evidence that Shana Knox was constructively discharged under Title VII and/or Section 1981?

YES \_\_\_\_\_

NO

8 - 0

**BATTERY**

3. Did Chris Bishop commit a battery upon Knox?

YES \_\_\_\_\_

NO

8 - 0

### INFILCTION OF EMOTIONAL DISTRESS

4. Did Knox suffer emotional distress as a proximate result of the intentional or reckless conduct of Chris Bishop?

YES

NO

8 - 0

### NEGLIGENT HIRING, SUPERVISION, AND RETENTION

If you answered "YES" to any of Questions 3 or 4 above, please answer Question 5. If you answered "NO" to Questions 3 and 4, then you must answer "NO" to Question 5.

5. Was the Plaintiff injured by the negligence of the Defendant in hiring, supervising, and/or retaining Chris Bishop as an employee?

YES

NO

8 - 0

### COMPENSATORY DAMAGES

6. Has it been shown by a preponderance of the evidence that Ms. Knox should be awarded compensatory damages for emotional pain, suffering, inconvenience, loss of enjoyment of life, humiliation, loss of self-esteem, and/or loss of civil rights that she suffered as a consequence of the wrongful conduct you have found?

YES

NO

8 - 0

If your answer is "Yes," to Question 6, state the amount of compensatory damages that Ms. Knox should be awarded:

\$ 6400.00

Exeperson

Date

10/08/2020